



# Total Compensation Survey: Fire Fighter as of October 1, 2014

Glendale  
Mesa  
Phoenix  
Scottsdale  
Tempe

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BASE COMPENSATION (56 HOURS) – FIRE FIGHTER		
City	Position Type	Description
Glendale	Fire Fighter (52 hour)	<ul style="list-style-type: none"> <li>FTE = 96</li> <li>Minimum = \$42,043</li> <li>Midpoint = \$52,080</li> <li>Maximum = \$62,117</li> <li>Actual Average = \$59,622</li> </ul>
Mesa	Fire Fighter	<ul style="list-style-type: none"> <li>FTE = 147</li> <li>Minimum = \$44,533</li> <li>Midpoint = \$63,492</li> <li>Maximum = \$72,862</li> <li>Actual Average = \$59,726</li> </ul>
Phoenix	Fire Fighter – BLS/ALS	<ul style="list-style-type: none"> <li>FTE = 787</li> <li>Minimum = \$46,312</li> <li>Midpoint = \$55,922</li> <li>Maximum = \$65,532</li> <li>Actual Average = \$67,075</li> </ul>
Scottsdale	Fire Fighter	<ul style="list-style-type: none"> <li>FTE = 53 FF</li> <li>Minimum = \$48,818</li> <li>Midpoint = \$57,367</li> <li>Maximum = \$65,915</li> <li>Actual Average = \$57,280</li> </ul>
Tempe	Fire Fighter	<ul style="list-style-type: none"> <li>FTE = 72</li> <li>Minimum = \$46,387</li> <li>Midpoint = \$54,275</li> <li>Maximum = \$62,163</li> <li>Actual Average = \$60,025</li> </ul>
<b>Tucson</b>	Fire Fighter	<ul style="list-style-type: none"> <li>FTE = 137</li> <li>Minimum = \$42,253</li> <li>Midpoint = \$49,400.00</li> <li>Maximum = \$56,534.40</li> <li>Actual Average = \$46,220.03</li> </ul>
<b>Tucson</b>	Fire Fighter On Assignment	<ul style="list-style-type: none"> <li>FTE = 35</li> <li>Minimum = \$44,349.76</li> <li>Midpoint = \$51,833.60</li> <li>Maximum = \$59,321.60</li> <li>Actual Average = \$51,478.34</li> </ul>

CITY	ASSIGNMENTS & ASSIGNMENT PAY
Glendale	<ul style="list-style-type: none"> <li>• 103 Total Firefighters</li> <li>• Fire Fighters (96) = 52hr employees &amp; (7) =40hr employees</li> <li>• Paramedic - \$271.15 per pay period</li> <li>• HazMatTech , Technical Rescue , Safety Officer and HALO - \$115 per pay period</li> <li>• Rapid Response - \$143 per pay period</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• 167 Firefighters</li> <li>• Paramedic - \$266.88 per pay period</li> <li>• HazMat - \$133.44 per pay period</li> <li>• Technical Rescue - \$133.44 per pay period</li> <li>• Rapid Response Team - \$66.72 per pay period</li> <li>• Aircraft Rescue and Firefighting - \$133.44 per pay period</li> <li>• Aircraft Rescue and Firefighting Instructor - \$61.58 per pay period</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• 788 Firefighters</li> <li>• Special Ops - \$122.13 per pay period. (190 receive) Includes: HazMat; Technical Rescue; Airfield Rescue and Firefighting Canine Search Specialist</li> <li>• Those assigned to both HazMat and Technical Rescue receive \$122.13 per pay period for each.</li> <li>• Paramedic - has its own step progression in pay plan.</li> <li>• Honor Guard is a professional organization</li> <li>• Fire prevention has its own classifications in the City Pay Plan</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• 106 Firefighters</li> <li>• Paramedic - \$207.70 per pay period (116 total sworn receive)</li> <li>• HazMat - \$96.93 per pay period (24 total sworn receive)</li> <li>• Technical Rescue - \$96.93 per pay period (24 total sworn receive)</li> <li>• Aircraft Rescue Fire Fighting - \$96.93 per pay period (25 total sworn receive)</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• 152 Firefighters</li> <li>• Paramedics get 10% above base salary (66 receive)</li> <li>• Paramedics not assigned get 5% above base salary (10 receive)</li> <li>• Special Operation Pay - \$113.10 per pay period and includes:</li> <li>• HazMat (27 receive); Technical Rescue (30 receive)</li> <li>• Dive Team (12 receive)</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>• 172 Firefighters and Firefighters on Assignment</li> <li>• Paramedic Assignment Pay - \$150/month. (20 receive)</li> <li>• HazMat / Technical Rescue Team / Rapid Response Team - 5% above base salary (35 receive)</li> <li>• Honor Guard/Drum and Bugle - \$25.30 per pay (11 receive)</li> </ul>

CITY	BILINGUAL PAY - SECOND LANGUAGE PAY
Glendale	<ul style="list-style-type: none"> <li>\$46.15 per pay period.</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>\$25 per pay period. – for basic certification</li> <li>\$50.00 per pay period – for intermediate certification</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>\$34.61 per pay period – For ALL members who meet skill qualifications and become certified</li> <li>\$173.07 per pay period - For Coordinator (12 positions assigned)</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>\$46.15 per pay period.</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>\$23.07 per pay period – for basic</li> <li>\$57.69 per pay period – for significant interaction. 11 receive this pay</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>\$30 per pay period. 19 receive this pay.</li> </ul>

CITY	BONUS/INCENTIVE PAY
Glendale	<ul style="list-style-type: none"> <li>• None</li> </ul>
Mesa	<p>Unit Members assigned to forty (40) hour assignments shall be compensated as follows:</p> <ol style="list-style-type: none"> <li>1. Differential of five point four percent (5.4%)</li> <li>2. Current Unit Members working forty (40) hour assignments will continue to receive five percent (5%). Unit Members assigned to forty (40) hour assignments after July 1, 2014 will receive two and one half percent (2.5%) incentive pay.</li> <li>3. Unit Members assigned to modified duty will not receive the differential nor incentive pay noted in 1 or 2 of this section.</li> </ol> <p>Individual, Team and Committee Performance Awards - given for exceptional performance; an employee may receive no more than 1 individual and 1 team award during a 12-month period. This award will be for a specified amount and paid in a lump sum separate from biweekly wages. The amount of the award shall be from \$100 net up to \$500 net. Standing committees shall only be eligible for a team award if the exceptional performance is beyond the designed scope of the committee as directed/approved by the City Manager/Deputy City Manager. Awards shall not exceed \$250 net per member and shall be approved by the City Manager/Deputy City Manager. Employees must be employed with the City for at least 1 year and have received a rating of 'Successful Performance' on their most recent performance appraisal to be eligible for an award.</p>
Phoenix	<ul style="list-style-type: none"> <li>• None</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• The maximum amount an employee can receive for Superior Performance Awards in a fiscal year is \$500 gross. This is for performance that goes above and beyond expectations as well saving resources and improving effectiveness.</li> <li>• This program is currently not funded.</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• None</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>• None</li> </ul>

CITY	CALL OUT PAY
Glendale	<ul style="list-style-type: none"> <li>None</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>Receive 1.5 of hourly rate for a min. of 1 hour if on a regularly scheduled workday, or 2 hours if not on a scheduled workday. Paid for a ½ hour travel time.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>3 hour minimum at one and one-half times the employee's regular rate of pay, after first seven minutes calculated to the nearest 1/4 hour</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>None</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>Call back pay is a minimum of 2 hours @ their OT rate, 30 minutes of travel time is included if they work less then 2 hours – 30 minutes of travel time is paid at OT rate if they work more then 2 hours.</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>Minimum of two hours at the overtime rate.</li> </ul>

CITY	COMPENSATORY TIME OFF
Glendale	<ul style="list-style-type: none"> <li>Maximum accumulation is 200 hours (133.3 hours of actual overtime)</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>Sworn Fire personnel working a 24 hour shift may accumulate a maximum of 140 hours of comp time.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>120 hours for 40-hr employees or 168 hours for 56-hour employees.</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>None</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>None</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>Maximum accumulation is 60 hours.</li> </ul>



CITY	DEATH BENEFIT
Glendale	<ul style="list-style-type: none"> <li>Same as other city employees – city pays for basic life and AD&amp;D of 1X annual salary rounded to next higher \$1000, plus \$1,000 subject to a maximum amount of \$300,00</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>Same as other City employees - receive life insurance of 1x salary rounded to nearest \$1000 and accidental death &amp; dismemberment of 1x salary</li> <li>Provides \$200,000 death benefit coverage for employees killed as a result of an accident that occurs while commuting to or from work using normal route. This policy does not cover travel by aircraft.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>City pays for 1x base annual salary basic life, same basic life for accidental death &amp; dismemberment, and \$75,000 on-duty protection.</li> <li>Provides \$200,000 death benefit coverage for employees commuting directly between home and their job location if the accident occurs within two hours of leaving their home or work.</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>1x annual salary and if officer was eligible for retirement and had over 300 hours of sick time it can be converted to pay for retiree Health Care for spouse/dependents.</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>1xbase salary + \$75,000 death benefit, \$250,000 commuter insurance.</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>A firefighter killed in the line of duty receives \$25,000.</li> </ul>

CITY	DEFERRED COMPENSATION
Glendale	<ul style="list-style-type: none"> <li>• No matching of employee contribution</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• The City shall provide a Deferred Compensation contribution of \$79.00 per biweekly pay period. Unit Members must contribute a minimum of \$10.00 per pay period to be eligible for the City contribution. This contribution will be made when a Recruit graduates from the Fire Academy and is reclassified to a Firefighter OR, for all other hires, upon hire.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• City contributes 4.55% of employee's base annual salary to 401(a) on employee's behalf.</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• No Employer Matching Contribution</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• No Employer Matching Contribution</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>• No Employer Matching Contribution</li> </ul>

CITY	EQUIPMENT
Glendale	<ul style="list-style-type: none"> <li>• Department issues all standard equipment.</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• Department issues all standard equipment.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• Department issues all standard equipment.</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• Department issues all standard equipment</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• Department issues all standard equipment.</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>• Department issues all standard equipment.</li> </ul>

CITY	HOURS OF WORK AND OVERTIME
Glendale	<ul style="list-style-type: none"> <li>Represented employees assigned to Operations or Emergency Services (excluding 40 hour per week staff assignments) are 56 hours per week.</li> <li>56 hour represented ee's operate within a three platoon shift system Each shift is 24 hours</li> <li>Work hours are 24 hours on shift and 48 hours off shift.</li> <li>56 hour represented ee's receive one 24 hour period off work every six weeks during which they averaged 56 hours per week (Kelly Day) in lieu of overtime</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>No Notes</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>The work week for employees on a fifty-six (56) hour schedule shall be fifty-three (53) hours. Employees will continue to work the existing fifty-six (56) hour schedule. Employees working the existing fifty-six (56) hour schedule will be compensated as follows:               <ol style="list-style-type: none"> <li>The first fifty-three (53) hours will be paid at the base fifty-six (56) hour rate.</li> <li>The fifty-fourth (54th) hour will be paid at one and one-half (1 ½) times the regular hourly rate.</li> <li>The fifty-fifth (55th) and fifty-sixth (56th) hours will be paid at two (2) times the base fifty-six (56) hour rate.</li> </ol> </li> <li>Each 56 hour unit employee shall receive four (4) shifts off per year. This will allow for an hours reduction without specifying a specific number of hours in this reduction or reducing current rates of pay, FLSA, or hours reduction</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>Paid based on income averaging; 112 hours per pay period. Ten (10) hours of halftime pay are also paid out for every 24 day cycle, providing employee worked a total of 192 hours (8 shifts) in a 24-day cycle.</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>No Notes</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>Suppression works a 5/6 schedule.</li> </ul>

<b>CITY</b>	<b>PENSION PLAN CONTRIBUTION – FISCAL YEAR July 1, 2014 – June 30, 2015</b>
Glendale	<ul style="list-style-type: none"> <li>• Employer Rate FY15: 25.21%</li> <li>• Employee Rate FY15: 11.05%</li> <li>• Total Contribution FY15: 36.26%</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• Employer Rate FY15: 32.59%</li> <li>• Employee Rate FY15: 11.05%</li> <li>• Total Contribution FY15: 43.64%</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• Employer Rate FY15: 37.05%</li> <li>• Employee Rate FY15: 11.05%</li> <li>• Total Contribution FY15: 48.10%</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• Employer Rate FY15: 12.00%</li> <li>• Employee Rate FY15: 11.05%</li> <li>• Total Contribution FY15: 23.05%</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• Employer Rate FY15: 38.79%</li> <li>• Employee Rate FY15: 11.05%</li> <li>• Total Contribution FY15: 49.84%</li> </ul>
<b>Tucson</b>	<ul style="list-style-type: none"> <li>• Employer Rate FY15: 51.15%</li> <li>• Employee Rate FY15: 11.05%</li> <li>• Total Contribution FY15: 62.20%</li> </ul>

CITY	RETENTION PAY
Glendale	<ul style="list-style-type: none"> <li>3 to 4 years    \$400 annually    7 to 8 years    \$1200 annually</li> <li>4 to 5 years    \$600 annually    8 to 9 years    \$1400 annually</li> <li>5 to 6 years    \$800 annually    9+ years       \$1600 annually</li> <li>6 to 7 years    \$1000 annually</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>Employees hired before 7/1/88 &amp; have 5+ years of continuous service receive 2.5% annual pay after 5<sup>th</sup> year and amount increases 0.5 – 1% each year up to 10%. Employees hired after 7/1/88 have same stability pay requirements, except up to max of 5%.</li> <li>Employees hired after 7/1/92, not eligible for stability pay &amp; Part-time employees are not eligible.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>Members with 7 years continuous PFD service receive \$80 semi-annually for each year in excess of 5 (up to 30<sup>th</sup> year). Prorated and paid bi weekly in regular pay check.</li> <li>Annual max = \$4,000</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>None</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>Productivity Enhancement Pay: Members who have completed a minimum of five years of service will receive Productivity Enhancement Pay (in two semi-annual payments). Funded through June 30, 2010.</li> <li>Years of Service                      % of Base Pay <ul style="list-style-type: none"> <li>5-9    2%</li> <li>10-14     4%</li> <li>15-19     6%</li> <li>20-24     8%</li> <li>25+     10%</li> </ul> </li> </ul>
Tucson	<ul style="list-style-type: none"> <li>Longevity Program was eliminated on May 1, 1977.</li> </ul>

<b>CITY</b>	<b>SHIFT DIFFERENTIAL</b>
Glendale	<ul style="list-style-type: none"> <li>• None</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• None</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• None</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• None</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Tucson</b>	<ul style="list-style-type: none"> <li>• \$.85/hour for the hours worked between 8:00 p.m. to midnight.</li> <li>• \$.90/hour for the hours worked between midnight to 8:00 a.m.</li> </ul>

CITY	SICK/MEDICAL LEAVE PAYOUT AT RETIREMENT
Glendale	<ul style="list-style-type: none"> <li>At retirement, a contribution =100% of ee's sick leave balance paid at 50% of their avg hourly rate over the last 36 months will be made to ee's Retiree Health Savings (RHS) account</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>Payment rate upon retirement or death is <b>50% on all accrued medical</b> leave at the employee's current pay range and step.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>35% of base wage over 630 hours if 1,260-hour trigger is met</li> <li>60% of base wage over 540 hours if 1,800-hour trigger is met</li> <li>60% of base wage for all hours if 2,400-hour trigger is met</li> </ul>
Scottsdale	<p>As of July 1, 2011, a fifty-six (56) hour fire employee, who retires with four hundred twenty (420) or more hours of unused medical leave receives the value of unused medical leave as follows:</p> <p>a. The employee will receive the value of all unused medical leave accrued before July 1, 2011 at one hundred (100) percent of employee's hourly base rate at the time of retirement, and</p> <p>b. If an employee has not accrued sixteen hundred eighty (1,680) hours of medical leave before July 1, 2011, the employee will receive the value of unused medical leave accrued after July 1, 2011 at fifty (50) percent of employee's hourly base rate at the time of retirement, up to and including sixteen hundred eighty (1,680) hours accrued both before and after July 1, 2011.</p> <p>On and after July 1, 2011, a fifty-six (56) hour fire employee in a medical leave - benefited position who retires with less than four hundred twenty (420) hours of unused medical leave forfeits the employee's medical leave benefits in this section.</p>
Tempe	<ul style="list-style-type: none"> <li>Receive 60% of all accrued Medical leave in the form of cash or vacation leave. Reimbursed at an hourly rate equal to the member's hourly rate at time of retirement or highest paid rate must be for a position held for at least 6 months.</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>Receive payment for the first 288 hours of sick leave at 100% of their base rate of pay. Then additional sick leave shall be paid at 50%. Employees who have a balance of less than 288 hours of sick leave shall receive payment at 50%.</li> </ul>



CITY	SICK/MEDICAL LEAVE SELL BACK
Glendale	<ul style="list-style-type: none"> <li>During April and October of each year, employees may elect to cash in a portion of their sick leave balance. The amount available is calculated by subtracting the number of sick leave hours used (if any) by the employee during the 12 month period preceding the cash in month from the total amount of sick leave hours accrued by the employee during that same period. The employee's remaining sick leave balance (after deducting the number of hours eligible to cash in) must be no less than the maximum number of hours the employee is eligible to accrue over a twelve (12) month period. The employee will be paid 1/3 of his/her average hourly wage for last thirty six (36) months for each hour of accrued leave he/she requests to cash in. Benefit is available to all employees.</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>Any sick leave accrued in excess of 1,456 hours automatically converted to vacation leave</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>Employee who has accrued 1286 hours or more of unused sick leave may elect to have 168 hours for each 56 hour unit member, or 120 hours for a 40 hr unit member paid out in a lump sum. Any unit member may only elect to exercise this benefit 3 times in their career and not more than one time in a fiscal year. These payments are not considered Final Average Salary for purposes of pension calculations.</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>N/A</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>In October of each year, may elect for the following year to cash out sick leave in excess of 672 hours at a rate of 25% or let the medical leave accrue above the 672.</li> <li>Employees with 17 years of service in PSPRS and at least 1,000 hours of accrued sick leave may make a one-time revocable election to have additional sick leave that the employee earns paid to them as salary for a maximum of six consecutive years.</li> <li>1,000 - 1,400 hours of accrued sick leave at the time of election will be paid at a rate equal to 60% of their base hourly rate for each hour of sick leave that would have been earned after the election.</li> <li>Over 1,400 hours of accrued sick leave at time of election will be paid at a rate equal to 100% of their base hourly rate in lieu of additional sick leave.</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>May sell back the following number of days of sick leave if they meet the following years of service and have the associated balance of sick leave on the first day of the pay period in which April 1 falls (at current rate of pay).</li> <li>7 days (56 hours) - 5 yrs of service, 45 days (360 hours) minimum balance</li> <li>13 days (104 hours) - 10 yrs of service, 55 days (440 hours) minimum balance</li> <li>20 days (160 hours) - 17 yrs of service, 65 days (520 hours) minimum balance</li> <li>26 days (208 hours) - 22 yrs of service, 75 days (600 hours) minimum balance</li> </ul>

CITY	TEMPORARY DETAIL PAY
Glendale	<ul style="list-style-type: none"> <li>Acting Pay of 5% for represented employees who work out of class for a shift. Temporary Assignment Pay for employees who temporarily perform duties of a higher classification for a minimum of 30 days (four weeks) due to a vacancy, extended leave of absence, or special project assignment may be eligible to receive 5% of current base salary</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>When performing higher level duties receive 5%-10%. 10% requires DCM or City Manager approval.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>City of Phoenix employees that qualify for "Out-Of-Class" Pay will receive a one-step salary differential or a minimum of 3% above their regular salary for the duration of the out-of-class assignment</li> <li>Employees receiving out-of-class pay return to their original pay rate during leave or holiday status</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>5% increase for temporary upgrades</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>Minimum of 5% above normal salary when working out of class for 4 hours or greater.</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>5% pay increase for out-of-class and temporary assignments when assuming a temporary position for 11 days, or more than 50% of the time worked in a 3 month period.</li> </ul>

CITY	TUITION REIMBURSEMENT
Glendale	<ul style="list-style-type: none"> <li>• Suspended</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• \$8,124 per calendar year for full-time employees.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• \$6,500 per fiscal year.</li> <li>• \$175 of the above amount may be used for textbooks and lab fees</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• Receive up to 50% of their tuition costs.</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• \$5,000 per calendar year</li> <li>• May be utilized for required books, reimbursable supplies, and related fees</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>• Reimbursement is limited to thirty credits/units or \$1,500 per fiscal year for non-probationary employees. Reimbursement is for tuition costs only.</li> <li>• University Level Courses</li> <li>• \$125.00 per credit hour for full-time employees</li> <li>• Community College Level Courses</li> <li>• \$ 65.50 per credit hour for fulltime employees</li> </ul>

CITY	UNIFORMS
Glendale	<ul style="list-style-type: none"> <li>• \$1050 annually</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• \$550.00 voucher per fiscal year to be used for uniforms at approved uniform vendors</li> <li>• Receive 2 safety shoe vouchers for \$85.00 each or a one year voucher for \$170.00 to be used at approved vendors. These vouchers will be available 6 months from last date of purchase</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• \$300 annually for 2014 – 2015, will be reduced to \$0 in 2015-2016)</li> <li>• City pays the Fire Department \$135 per employee per year for additional items as agreed upon by uniform committee.</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• City purchases all uniforms up to \$550 annually, plus \$150 boot voucher every 12 months</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• Receive an allowance of \$525.00 for purchase of uniforms, in accordance with Department policy.</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>• Annual Uniform Maintenance Allowance = \$1530</li> </ul>

CITY	BEREAVEMENT LEAVE
Glendale	<ul style="list-style-type: none"> <li>• 40 hours of bereavement leave for 40 hour per week employees or fifty-two (52) hours for 52 hour per week employees.</li> <li>• “Immediate” family member is Father (step, in-law); Mother (step, in-law); Spouse (domestic partner); Child (step); Brother (step, in-law); Sister (step, in-law); Member of the immediate household (defined as someone, other than a boarder, living in your home); Partner in an espoused relationship (as defined in HR Policy #202 -Nepotism); Spouse, parent (or a person standing in place of a parent), parent-in-law, sibling or child.</li> <li>• Up to twenty-four (24) hours, 31.2 hours for 52 hour per week employees, of bereavement leave may be granted for the death of an employee’s grandparent (step) or grandchild (step). For these relationships, an additional sixteen (16) hours of bereavement leave may be granted if out-of-state travel is required, 20.8 hours for 52 hour per week employees.</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• 48 hours for Unit Members on 24-hour shift or 50 hours for members on a 40 hour assignment will be allowed for bereavement leave for funerals/memorial services.</li> <li>• Immediate family means the employee's spouse, child, stepchild, mother, father, sister, brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-parent, step-parent-in-law, grandparent, grandchild, aunt, uncle, and former legal guardian, or a minor child or an adult for whom the employee is a legal guardian.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• Up to 3 days for death of immediate family member with additional time for air travel if out-of-state</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• 3 workdays and may use an additional 2 days of medical leave, if necessary</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• Per MOU: “Members shall receive up to five (5) working days leave with pay not chargeable to medical or vacation leave for immediate family members. Members shall receive up to three (3) working days leave with pay not chargeable to medical or vacation leave for non-immediate family members. Two (2) additional working days shall be granted for out of state travel for non-immediate family members.</li> </ul>
<b>Tucson</b>	<ul style="list-style-type: none"> <li>• Up to 56 hours (suppression staff) per fiscal year in paid leave for the death of an immediate family member.</li> </ul>

<b>CITY</b>	<b>HOLIDAY LEAVE</b>
Glendale	<ul style="list-style-type: none"> <li>• 14 holidays total:</li> <li>• New Year's, Martin Luther King, Presidents, Memorial, Independence, Labor, Columbus, Veterans, Thanksgiving, Day After Thanksgiving, Christmas Eve (4 hours), Christmas, and Holiday Special (4 hours); Cesar Chavez is an unpaid holiday</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• 10 holidays total:</li> <li>• New Year's, MLK/Civil Rights Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• 11 holidays total:</li> <li>• New Year's, Martin Luther King, President, Cesar Chavez, Memorial, Independence, Labor, Veterans, Thanksgiving, Day After Thanksgiving, Christmas Eve (4 hours), and Christmas</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• 10 holidays total:</li> <li>• New Year's, Martin Luther King, Presidents, Memorial, Independence, Labor, Thanksgiving, Day After Thanksgiving, Christmas, &amp; Floating Holiday</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• 11 holidays total:</li> <li>• New Year's, Martin Luther King, President's, Cesar Chavez, Memorial, Independence, Labor, Veterans, Thanksgiving, Day After Thanksgiving, &amp; Christmas - 6-hour special Holiday Leave eliminated</li> </ul>
<b>Tucson</b>	<ul style="list-style-type: none"> <li>• 11 holidays total:</li> <li>• New Year's, Martin Luther King, President's, Cesar Chavez, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas, &amp; Employee's Birthday.</li> </ul>

CITY	MILITARY LEAVE
Glendale	<ul style="list-style-type: none"> <li>• Normal work time spent on duty will be compensated at employee's full rate of base pay. This rate shall be calculated by using their base military rate of pay. If the employee's base military pay is less than that of their base pay, the City will make up the difference to "make whole" the impacted employee's salary to minimize any financial hardship the employee may endure during deployment.</li> <li>• The maximum number of hours that the employee can use for military leave is 320 hours per fiscal year or 416 hours per fiscal year for Fire personnel on a 52-hour schedule. Any hours not utilized within the fiscal year shall be forfeited and not carried over to the following fiscal year.</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• An employee who is required to attend annual Active Duty Reserve Training shall be granted military leave with pay for a period not to exceed thirty (30), eight (8) hour days in any two (2) consecutive years. For calculation purposes, the year will begin October 1, pursuant to Arizona Revised Statutes (ARS).</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• Military Supplement only when the employee is on a presidential call up.</li> <li>• Paid time off for up to 30 days in any two consecutive federal fiscal year period.</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• 30 paid days in any two consecutive years. If City salary is less than military base salary and allowances, city will supplement the difference.</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• Paid regular city salary for 30 days Active Duty for Training over 2 fiscal year period.</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>• Paid regular city salary for 30 days Active Duty for Training over 2 fiscal year period. If City salary is more than military salary and allowances, city will supplement the difference for extended deployments.</li> </ul>

CITY	PERSONAL LEAVE															
Glendale	<ul style="list-style-type: none"><li><b>Kelly Days</b> – One day off every 6 weeks in lieu of paying mandatory FLSA overtime</li></ul>															
Mesa	<table><tr><th>Employee Group</th><th>Hired Between July 1<sup>st</sup> - Dec 31<sup>st</sup></th><th>Hired Between Jan 1<sup>st</sup> - May 31<sup>st</sup></th></tr><tr><td>Executive Staff</td><td>24 Hours of DTO</td><td>12 Hours of DTO</td></tr><tr><td>Fire Executive Staff</td><td>8 Hours of DTO</td><td>4 Hours of DTO</td></tr><tr><td>Full-Time Benefited Employee</td><td>16 Hours of DTO</td><td>8 Hours of DTO</td></tr><tr><td>Part-Time Benefited Employee</td><td>8 Hours of DTO</td><td>4 Hours of DTO</td></tr></table> <ul style="list-style-type: none"><li>•</li><li>• DTO = Discretionary Time Off</li><li>• In lieu of the personal days benefit for sworn Fire Dept. employees and to minimize staffing overtime costs, the City Council has approved for fiscal yr. 2014-2015 a deferred compensation contribution of \$79.00 per pay period. Additionally, those sworn Fire Dept. employees who receive executive benefits get one personal day in addition to the deferred compensation contribution of \$79.00 per pay period.</li></ul>	Employee Group	Hired Between July 1 <sup>st</sup> - Dec 31 <sup>st</sup>	Hired Between Jan 1 <sup>st</sup> - May 31 <sup>st</sup>	Executive Staff	24 Hours of DTO	12 Hours of DTO	Fire Executive Staff	8 Hours of DTO	4 Hours of DTO	Full-Time Benefited Employee	16 Hours of DTO	8 Hours of DTO	Part-Time Benefited Employee	8 Hours of DTO	4 Hours of DTO
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Full-Time Benefited Employee	16 Hours of DTO	8 Hours of DTO														
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Phoenix	<ul style="list-style-type: none"><li>• No personal leave days added to employee leave bank.</li><li>• Employees who have less than 40 hours vacation may buy up to 120 hours personal leave. The cost is 110% of their base salary rate. Has no impact on pension or other benefits.</li></ul>															
Scottsdale	<ul style="list-style-type: none"><li>• None</li></ul>															
Tempe	<ul style="list-style-type: none"><li>• Personal Leave: 4 personal leave days. May elect to be paid 11.2 hours of pay at the overtime rate and cannot be used as leave time.</li></ul>															
Tucson	<ul style="list-style-type: none"><li>• Personal Leave Day: Employees may earn up to 3 personal leave days per year and bank up to 3 personal leave days. One day is accrued every 4 months period in which an employee does not use in excess of one 24 hour shift or two consecutive work days for non-24 hour personnel due to lost time or unscheduled vacation. Unused days are forfeited at separation.</li></ul>															



CITY	SICK/MEDICAL LEAVE
Glendale	<ul style="list-style-type: none"> <li>• 135.2 hours per year. Unlimited max accrual.</li> <li>• 96 hours of Special Medical Leave per year for qualifying reasons, including birth/adoption of child; care for immediate family member with catastrophic illness or injury; during workers' comp waiting period.</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• Accrual: For unit members on 24-hour shift: Four point nine (4.9) hours per pay period times twenty-six (26) pay periods totaling one hundred twenty-seven point four (127.4) hours. An additional seven (7) hours will be granted on January 1 of each year for a total of one hundred thirty-four point four (134.4) hours per calendar year.</li> <li>• Accumulation: The maximum accumulation of sick time is one thousand four hundred fifty-six (1,456) hours for unit members working a twenty-four (24)-hour shift.</li> <li>• Automatic Conversion: Any sick leave accrued in excess of the maximum accumulation shall be automatically converted to vacation leave on the basis of one (1) hour of vacation leave for every one (1) hour of excess sick leave accrued.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• 168 hours per year. Maximum accrual of sick leave is unlimited.</li> </ul>
Scottsdale	<ul style="list-style-type: none"> <li>• 134.4 hours per year. Maximum accrual of medical leave is unlimited.</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• 134.4 hours per year. Maximum accrual of medical leave is unlimited.</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>• 104 hours per year if service is between 0 – 10</li> <li>• 120 hours per year if service is between 10 – 15 years</li> <li>• 160 hours per year if service is over 15 years</li> <li>• Maximum accrual of sick leave is unlimited.</li> </ul>

CITY	VACATION LEAVE
Glendale	<ul style="list-style-type: none"> <li>• <u>For 52 HR MOU personnel:</u></li> <li>• 135.2 hours per year during the first 5 years of employment (.05 per hr)</li> <li>• 162.24 hours per year during 5 – 10 years of employment (.06 per hr)</li> <li>• 243.36 hours per year over 10 years of employment (.09 per hr)</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• <u>For 56 HR shift personnel:</u></li> <li>• 127.4 hours per year for fewer than 2 years of service. An additional seven (7) hours will be granted on January 1 of each year for a total of 134.4 hours per calendar year.</li> <li>• 200.2 hours per year for two years of service or more: An additional 1.4 hours will be granted on January 1 of each year for each additional year of service.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• 134.2 hours per year during first 5 years of employment</li> <li>• 168 hours per year during 6 to 10 years of employment</li> <li>• 184.8 hours per year during 11 to 15 years of employment</li> <li>• 218.4 hours per year during 16 to 20 years of employment</li> <li>• 252 hours per year after 21 years of employment</li> </ul>
Scottsdale	<p>Employees hired July 1, 2011 and later:</p> <ul style="list-style-type: none"> <li>• 124.8 hours per year for 1 year of employment</li> <li>• 134.4 hours per year for 2 years of employment</li> <li>• 146.4 hours per year for 3 years of employment</li> <li>• 158.4 hours per year for 4 years of employment</li> <li>• 168 hours per year for 5 years of employment</li> <li>• 180 hours per year for 6 years of employment</li> <li>• 192 hours per year for 7 years of employment</li> <li>• 201.6 hours per year for 8 years of employment</li> <li>• 213.6 hours per year for 9 years of employment</li> <li>• 225.6 hours per year for 10 years and over of employment</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• 134.4 hours per year for 0 - 5 years of City service</li> <li>• 168 hours per year for over 5 – up to 10 years of City service</li> <li>• 201.56 hours per year for over 10 - 15 years of City service</li> <li>• 246.48 hours per year for over 15 – up to 20 years of City service</li> <li>• 268.8 hours per year for over 20 years of City service</li> </ul>
Tucson	<ul style="list-style-type: none"> <li>• 104 hours per year for 0 – 5 years of employment</li> <li>• 117 hours per year for 5 – 10 years of employment</li> <li>• 156 hours per year for 10 – 15 years of employment</li> <li>• 182 hours per year for 15 – 20 years of employment</li> <li>• 208 hours per year for over 20 years of employment</li> </ul>

<b>CITY</b>	<b>VACATION LEAVE MAXIMUM ACCRUAL</b>
Glendale	<ul style="list-style-type: none"> <li>• 52 hour schedule = 416 hours</li> </ul>
Mesa	<ul style="list-style-type: none"> <li>• Accumulation: The maximum accumulation of vacation time three hundred thirty-six (336) hours for 24 hour shift Unit Members.</li> <li>• Vacation time payout: At separation, all Unit Members receive 100% of the accumulated vacation time.</li> </ul>
Phoenix	<ul style="list-style-type: none"> <li>• 336 hours during first 5 years of employment</li> <li>• 420 hours if between 6 to 10 years of employment</li> <li>• 462 hours if between 11 to 15 years of employment</li> <li>• 546 hours if between 16 to 20 years of employment</li> <li>• 630 hours if 21 or more years of employment</li> </ul>
Scottsdale	<p>Employees hired July 1, 2011 and later:</p> <ul style="list-style-type: none"> <li>• 112.8 hours for 1 year of employment</li> <li>• 249.6 hours for 2 years of employment</li> <li>• 268.8 hours for 3 years of employment</li> <li>• 292.8 hours for 4 years of employment</li> <li>• 316.8 hours for 5 years of employment</li> <li>• 336 hours for 6 years of employment</li> <li>• 360 hours for 7 years of employment</li> <li>• 384 hours for 8 years of employment</li> <li>• 403.2 hours for 9 years of employment</li> <li>• 427.2 hours for 10 years and over of employment</li> </ul>
Tempe	<ul style="list-style-type: none"> <li>• 440 hours</li> </ul>
<b>Tucson</b>	<ul style="list-style-type: none"> <li>• 288 hours</li> </ul>

CITY	RETIREES HEALTH PREMIUMS & BENEFITS Subsidies <u>above</u> the Public Safety Personnel Retirement System (PSPRS)																																																																													
Glendale	<ul style="list-style-type: none"><li>Utilizes unblended method</li><li>Rates shown are for retirees over 65</li></ul> <table><tr><th>MEDICAL</th><th>Total Monthly Premium</th><th>City Monthly Subsidy</th><th>Retiree Monthly Premium</th></tr><tr><td>Retiree Only</td><td>\$558.98</td><td>\$0.00</td><td>\$558.98</td></tr><tr><td>Retiree + One</td><td>\$1,178.69</td><td>\$0.00</td><td>\$1,178.69</td></tr><tr><td>Retiree + Family</td><td>\$1,685.72</td><td>\$0.00</td><td>\$1,685.72</td></tr></table>						MEDICAL	Total Monthly Premium	City Monthly Subsidy	Retiree Monthly Premium	Retiree Only	\$558.98	\$0.00	\$558.98	Retiree + One	\$1,178.69	\$0.00	\$1,178.69	Retiree + Family	\$1,685.72	\$0.00	\$1,685.72																																																								
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Mesa	<ul style="list-style-type: none"><li>Utilize unblended method</li><li>Family Coverage – Choice PPO (other plans also available)</li></ul> Arizona State Retirement System & Public Safety - Both Under 65 years of age <table><tr><th># of yrs of svc*</th><th>% City Contrib</th><th>Total Premium</th><th>ASRS/PS Subsidy</th><th>City Contrib</th><th>Retiree Cost</th></tr><tr><td>20</td><td>100%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$890.00</td><td>\$128.00</td></tr><tr><td>19</td><td>95%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$890.00</td><td>\$128.00</td></tr><tr><td>18</td><td>90%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$890.00</td><td>\$128.00</td></tr><tr><td>17</td><td>85%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$850.60</td><td>\$167.40</td></tr><tr><td>16</td><td>80%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$794.80</td><td>\$223.20</td></tr><tr><td>15</td><td>75%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$739.00</td><td>\$279.00</td></tr><tr><td>14</td><td>70%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$683.20</td><td>\$334.80</td></tr><tr><td>13</td><td>65%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$627.40</td><td>\$390.60</td></tr><tr><td>12</td><td>60%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$571.60</td><td>\$446.40</td></tr><tr><td>11</td><td>55%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$516.00</td><td>\$502.00</td></tr><tr><td>10</td><td>50%</td><td>\$1,278.00</td><td>\$260.00</td><td>\$460.00</td><td>\$558.00</td></tr></table>						# of yrs of svc*	% City Contrib	Total Premium	ASRS/PS Subsidy	City Contrib	Retiree Cost	20	100%	\$1,278.00	\$260.00	\$890.00	\$128.00	19	95%	\$1,278.00	\$260.00	\$890.00	\$128.00	18	90%	\$1,278.00	\$260.00	\$890.00	\$128.00	17	85%	\$1,278.00	\$260.00	\$850.60	\$167.40	16	80%	\$1,278.00	\$260.00	\$794.80	\$223.20	15	75%	\$1,278.00	\$260.00	\$739.00	\$279.00	14	70%	\$1,278.00	\$260.00	\$683.20	\$334.80	13	65%	\$1,278.00	\$260.00	\$627.40	\$390.60	12	60%	\$1,278.00	\$260.00	\$571.60	\$446.40	11	55%	\$1,278.00	\$260.00	\$516.00	\$502.00	10	50%	\$1,278.00	\$260.00	\$460.00	\$558.00
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Phoenix	<ul style="list-style-type: none"><li>Utilize unblended method</li><li>\$202 per month; Medical Expense Reimbursement Plan</li></ul>																																																																													
Scottsdale	<ul style="list-style-type: none"><li>No subsidy provided.</li></ul>																																																																													
Tempe	<ul style="list-style-type: none"><li>Utilize unblended method as of July 2009, Updated information requested:</li><li>\$510 monthly subsidy for single, \$907 monthly subsidy for dependent and \$1185 monthly subsidy for family funded by the City of Tempe. Premium Cap –Starting July 1, 2010, the City will pay for the first 4% of any increases and the retiree will be responsible for increases above 4%. For example, if a premium increases 5% in a given year, the City will pay for the first 4% and the retiree will pay for the remaining 1%. If a premium increases 10% the City will pay for the first 4% and the retiree will pay for the remaining 6%. These increases will be reflected in individual retiree premium costs and dependent premium costs as the 100%/70% subsidy will no longer be in effect.</li></ul>																																																																													
Tucson	<ul style="list-style-type: none"><li>Utilize blended method.</li><li>The City pays 100% of the premium over the PSPRS subsidy, until the retiree qualifies for Medicare.</li><li>Retirees receive a \$7,500 City paid life insurance policy.</li></ul>																																																																													